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TO : Asst. Management Officer (DD/A Area)

DATE: 11 January 1954

FROM : Acting Management Officer

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SUBJECT: Project No. 4-59 - Psychiatric Testing.

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Auth: DDA REG. 77/1763

Date: 230378 By: 025

1. On or about January 6, 1954, following instructions from General Cabell, he, the Inspector General, and I met to discuss ground rules and concepts regarding assessment, testing, and psychiatry in CIA. The following is the sense of our meeting:

a. Everyone in CIA is to receive a psychological assessment, 1) EOD cases as rapidly as OTR can gear up to take them, and 2) on-board cases just as soon as OTR can accomplish them.

2. General Cabell stated that aptitude testing, such as the type now done by the Office of Personnel and Commo is to be specifically excluded from the proposed Regulation and made permissive.

3. General Cabell stated that the major responsibility for assessments was to be placed upon the Office of Training and that consideration would be given to performance in Training, and the reaction of the supervisors who are assigning employees to particular jobs. He further stated that the Office of Training, during the assessment process, will spot and raise <sup>the</sup> a psychiatric question and refer it to the Medical Office.

4. The Medical Office is to examine all EOD's, and as indicated by medical examination, will spot and accomplish psychiatric examinations on all EOD's where indicated. Those on board will be given psychiatric examinations as indicated, and in this case we should probably limit it for the present to regular examinations for higher graded personnel and examinations as necessary in accordance with working conditions, such as placement of an individual in a sensitive job, or indications of need arising from emotional instability.

5. General Cabell was firm in his belief that there is a responsibility for every supervisor to refer employees to the Medical Office and to the Office of Training for assessment and evaluation as necessary.

6. General Cabell also ordered that actions taken as a result of psychological or psychiatric evaluations or examinations be taken by the Personnel Office. This is presumed to mean that the Personnel Office makes all contacts with employees and relatives of

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employees if this step is considered necessary, and in doing so acts in accordance with recommendations of the Medical Office, and in a few cases perhaps, in accordance with recommendations of the Office of Training. General Cabell further stated that emotional stability was to be a Medical Officer's determination.

7. General Cabell asked that we develop a general Regulation on this entire subject, proposing amendments and modifications to existing regulations and functions where feasible.

8. General Cabell expressed the opinion that there should be no psychologist on the T/O of the Medical Office, but that he was perfectly willing to discuss the situation with John Tietjen, if John was opposed to this approach.

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9. Subsequent discussions with [REDACTED] and my own thinking on the subject, indicate the feasibility of considering a plan whereby Medical would have one psychologist, and Training would render psychological testing service as required by Medical. This would provide for the detail of any <sup>Psychological</sup> support needed by Medical from the Office of Training in order to give them on-the-spot service. It has the advantage of setting up a mechanism which would eliminate duplication while providing for career rotation of professional psychologists.

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10. [REDACTED] took minutes of a meeting approximately six weeks ago in the Director's Conference Room, attended by all concerned, including representation from Medical, Training, and Colonel White. I suggest, in accordance with Mr. [REDACTED] offer to me, that you get a copy of those minutes from [REDACTED]

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11. General Cabell and [REDACTED] <sup>with</sup> feel that there is nothing wrong <sup>with</sup> having under Personnel's jurisdiction their own aptitude testing program. I would suggest, however, because I believe this will encourage duplication, that we give General Cabell what he asked for, and at the same time offer an alternative Regulation providing for any necessary aptitude testing under the direct control of the OTR. If we did this, we would have a centralized support service throughout CIA.

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12. Inherent in this entire problem is General Cabell's directive to get going on it right away. This means that we do not have time to recruit for additional personnel before starting the program along the scopes indicated. It probably means that we will have to arrive at some method of giving extremely short tests and/or assessments to messengers, clericals and other non-professional people in order to have enough time available for reasonably valid professional assessments.

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13. [REDACTED] and General Cabell stated that the ultimate goal was to arrive at a point where all employees on board will have received a psychological assessment and a psychiatric screening and/or examination. Having accomplished this, incapacitations at a later date can be handled more easily in the light of line-of-duty benchmarks. We must be extremely careful in our choice of phraseology to avoid the use of language which might make employees apprehensive about this Regulation.

14. I believe we should shoot for January 22 as the date for completion of our initial draft of the entire package. I will work with you closely on the project, making myself available to you on call.

[REDACTED]  
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